



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
OFFICE OF THE ASSISTANT SECRETARY OF THE ARMY
FINANCIAL MANAGEMENT AND COMPTROLLER
109 ARMY PENTAGON
WASHINGTON DC 20310-0109

13 February 2006

CLOSING DATE: 30 March 2006

MEMORANDUM FOR SEE DISTRIBUTION

SJBUECT: Announcement for Training With Industry (TWI) Program in the Comptroller Civilian Career Program (CP 11)

1. Once again, we are happy to announce the opening of six (6) CP 11 assignments available for careerists in the grades of GS-12 through GS-14 who are seeking further professional growth in a TWI assignment. The Army's continued partnership with six corporations offers participants assignment to, or rotations through, positions within a private sector corporation. This is a unique opportunity for participants to benchmark Army performance against industry standards and identify areas needing improvement and to be immersed within the industry to understand the internal workings of the industry partners. Participants of the program are exposed to the industry partner's broad financial management operations; they are not interns nor are they observers. They actively participate and contribute to the industry partner corporation and learn through hands-on experiences. This program benefits the assigned participant, the government and industry by expanding the participant's exposure to the private sector's decision-making processes, financial management operations, and strategic objectives, while also exposing industry to practices of how the government's financial management operates; it is an enriching learning experience for all.
2. The TWI Program is a 12-month assignment and although start dates are negotiable, the assignments will begin in July 2006. The participant remains on their current organization's rolls and funding for salaries and benefits are assumed by the parent organization. Modified per diem and travel to and from the industry partner's location are centrally funded. Specific program details and list of industry partners and locations are enclosed.
3. Request your continued support of the TWI Program and ask that you ensure the broadest distribution of the announcement.
4. Application procedures are in accordance with the guidelines contained in the catalog of Civilian Training, Education and Professional Development Opportunities and can be found by logging on at <http://www.cpol.army.mil>. The actual application can be found at http://cpol.army.mil/cgi-bin/acteds/catalog/see_form3.cgi.
5. The Comptroller Proponency Office point of contact is Ms. Gail M. Johnson, gail.johnson@hqda.army.mil or (703) 614-4137, DSN prefix: 224.

Terry L. Placek

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Chief, Comptroller Proponency Office

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COMPTROLLER CIVILIAN CAREER PROGRAM TRAINING WITH INDUSTRY ANNOUNCEMENT

Announcement for the Army Comptroller Civilian Career Program (CP 11) Training with Industry (TWI) Program from the Office of the Assistant Secretary of the Army (Financial Management and Comptroller).

ELIGIBILITY REQUIREMENTS: This announcement is open to Department of the Army (DA) careerists at GS-12, GS-13 and GS-14 grade levels, who have career status and are serving in permanent competitive appointments, without time limitation and have a minimum of three years of consecutive DA service under one or more permanent appointments. CP11 careerists selected for these training assignments are expected to continue in the DA or other Department of Defense (DoD) service for a period equal to three times the length of the training assignment. Following the tenure at the TWI assignment, participants will return to their previous assignments within the Department of the Army.

LENGTH OF PROGRAM: 12 months

TIME PERIOD: July 2006 – July 2007 (start dates are negotiable)

NUMBER OF SPACES: Six (6) CP 11 TWI Positions

LOCATION OF ASSIGNMENTS: Assignments in a variety of locations in the Mid-Atlantic region: Washington, DC; Gaithersburg, MD; Baltimore, MD; Richmond, VA; Erie, PA as well as in Libertyville, IL; San Antonio, TX; St. Louis, MO; and Cincinnati, OH.

BACKGROUND: The Comptroller Civilian Career Program (CP 11) Comptroller Proponency Office is negotiating terms of the CP 11 TWI Program with Boeing Integrated Defense Systems; General Electric Transportation Systems; Global eXchange Services; KPMG, Limited Liability Partnership (LLP); Motorola Incorporated; United Services Automobile Association; Jones Lang LaSalle and IBM (hereafter referred to as the “industry partners”).

The CP 11 personnel are temporarily assigned to serve as Financial Management Analysts in one of the listed industry partners for 12 months. The CP 11 TWI Program will provide participants the opportunity to gain private sector business insights that can be incorporated into Army business practices. The program will also provide the industry partners with seasoned professionals who could apply their diverse experiences and perspectives to client engagements.

Over the course of the 12-month program, Army TWI Financial Management Analysts are assigned to work on client engagements as associates under the direct supervision of engagement managers and/or project supervisors at one of the industry partners. While the industry partners should endeavor to schedule the TWI selectee(s) on a variety of assignments in multiple lines of business, actual assignments will depend upon the availability, nature, timing, and required skill sets of engagements at the time and are at the sole discretion of the industry partners. However, in no circumstance is the TWI selectee(s) assigned to Department of the Army engagements.

The specific terms of the program are subject to the agreement between the industry partners and the Army.

OBJECTIVES: The CP 11 TWI Program is a work experience program intended to provide extensive exposure to managerial techniques and industrial procedures within corporate America to competitively selected Department of the Army CP 11 careerists.

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The main objective is to provide private industry companies the knowledge and experience of how the government does business and how it operates. Both the differences and the similarities between public and private sector financial management are addressed. The process is a two-way experience for the industry and the government: the industry learns about the best practices from the Army and vice-versa.

GOALS: The goals of the program are for Army CP 11 careerist to gain more experience with standard business practices, procedures and analyses performed in the private sector.

Specifically, the goals include understanding of:

- The resource allocation decision making process;
- How company management controls costs, leverages resources, and analyzes risk;
- How company strategic objectives are linked to their definitions of core competencies;
- The resource decisions involved as the company moves from concept to research and development to delivery;
- The determination process for the distribution of funds/resources to company businesses.

ASSIGNMENT/DUTIES: TWI Financial Management Analysts are responsible for performing client engagement, project work and financial analyses. Typically, this work will include one or more of the following: client data review and analysis, external data research and analysis, deliverable/report development, and internal status reporting. The duration of client projects could vary from a few weeks to several months. The amount of travel required for the project depends on the client location and the scope of the project.

TWI Financial Management Analysts must be flexible and bring a professional reputation to the organization; must develop and follow up on the goals established for the program; and must achieve goals and objectives established.

PROGRAM STRUCTURE: The program spans a 12-month timeframe of 4 quarters. The work typically includes one or more of the following: client data review and analysis, external data research and analysis, deliverable/report development, and internal status reporting.

1st Quarter: The industry partner provides the Financial Management Analyst a formal company orientation. Key events include:

- Orientation to the industry partners' products and services
- Training on client-service delivery and engagement processes and procedures
- Participation on client engagements

During this Quarter, a Mentor and Managing Partner provides direction and assistance to the TWI Financial Management Analyst. At the end of the quarter, the Mentor reviews the Financial Management Analyst's progress and offer constructive advice on performance.

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2nd Quarter: Project work performance of the first quarter continues, and the Financial Management Analyst may assist on other projects. At the end of the 2nd quarter, the TWI Managing Partner formally reviews the progress, and meets with Department of the Army officials to appraise the program from a mid-year perspective.

Key characteristics for the 2nd quarter are:

- Participation on client engagements
- Formal appraisal of program
- Mid-year review with DA and TWI Managing Partner

3rd Quarter: The key event for this quarter is continued participation on client engagements.

4th Quarter: The Financial Management Analyst continues on project work. At the end of the 4th quarter, the whole TWI program is formally reviewed and the overall effectiveness of the program is evaluated. The Mentor and the Financial Management Analyst have the ability to comment on the program's success. Key events include:

- Continued client delivery and mastery of products and skill-sets
- Year-end review with all participants in the TWI project
- Mentor appraisal of program success
- DA and TWI Managing Partner discussion of program effectiveness

AUTHORIZED EXPENSES: Attendance at TWI involving government or non-government facilities generally is a temporary duty assignment and employee may be authorized a modified per diem rate that is based on authorized expenses not to exceed 55% of the established rate at the training location site (while in training). Local travel is not authorized.

SALARY AND HOLIDAYS: The participant's employing command is responsible for participant's salary. The TWI program recognizes the industry partners' holiday schedule.

MENTOR AND MANAGING PARTNER: The TWI Financial Management Analysts are assigned Mentors who monitor, train, and manage the day-to-day work of the TWI Financial Management Analysts. The Program Coordinator is responsible for handling the administrative processes and documentation of the program and the TWI Financial Management Analysts. The Mentor helps the TWI Financial Management Analyst complete the goals of the project. The Mentor also completes an evaluation of the process. The Mentor trains the TWI Financial Management Analyst on policies and procedures, acts as a resource to him/her, provides oversight for day-to-day utilization and project engagement, reviews job training and administrative issues.

EVALUATION AND SELECTION PROCEDURES: Careerists nominated under this announcement are evaluated competitively based on information provided pertaining to experience (including outside activities), education, training and/or awards, and motivation for seeking the assignment. Consideration is given to applicants' abilities to (a) analyze, (b) innovate and synthesize, (c) communicate orally and (d) communicate in writing. Careerists must ensure that accomplishment statements for these abilities are addressed in detail. Performance appraisals are considered at time of selection.

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WHAT TO FILE: The on-line and hard copy documents (application for ACTEDS Training Opportunities) specified for competitive professional development in CP 11 are found in the FY06 Catalog of Training, Education and Professional development opportunities of the Civilian Personnel On Line (CPOL) home page, <http://www.cpol.army.mil>.

For only the application, go to: http://cpol.army.mil/cgi-bin/acteds/catalog/see_form3.cgi

The point of contact for this announcement is Ms. Gail Johnson, (703) 614-4137, DSN 224-4137. E-mail address is: gail.johnson@hqda.army.mil

HOW AND WHEN TO APPLY: Submit completed application through career program manager and command channels to arrive at the Comptroller Proponency Office OASA (FM&C) by Thursday. **March 30, 2006.**

EQUAL EMPLOYMENT OPPORTUNITY: All eligible applicants receive consideration for this training program without regard to race, religion, color, national origin, sex, age, handicapping conditions, political affiliation, gender identity or any other non-merit factor.